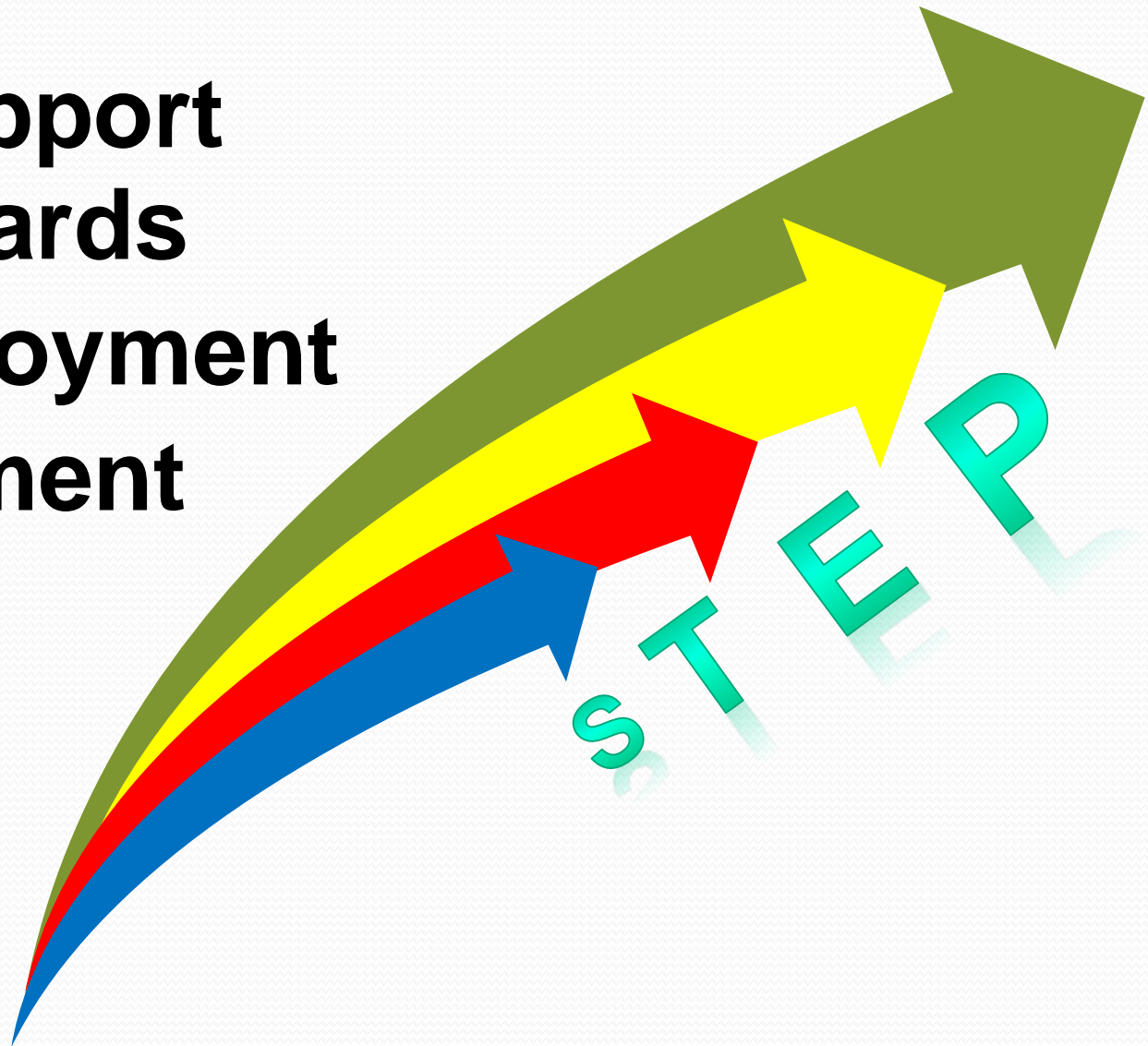


**S**upport  
**T**owards  
**E**mployment  
**P**lacement

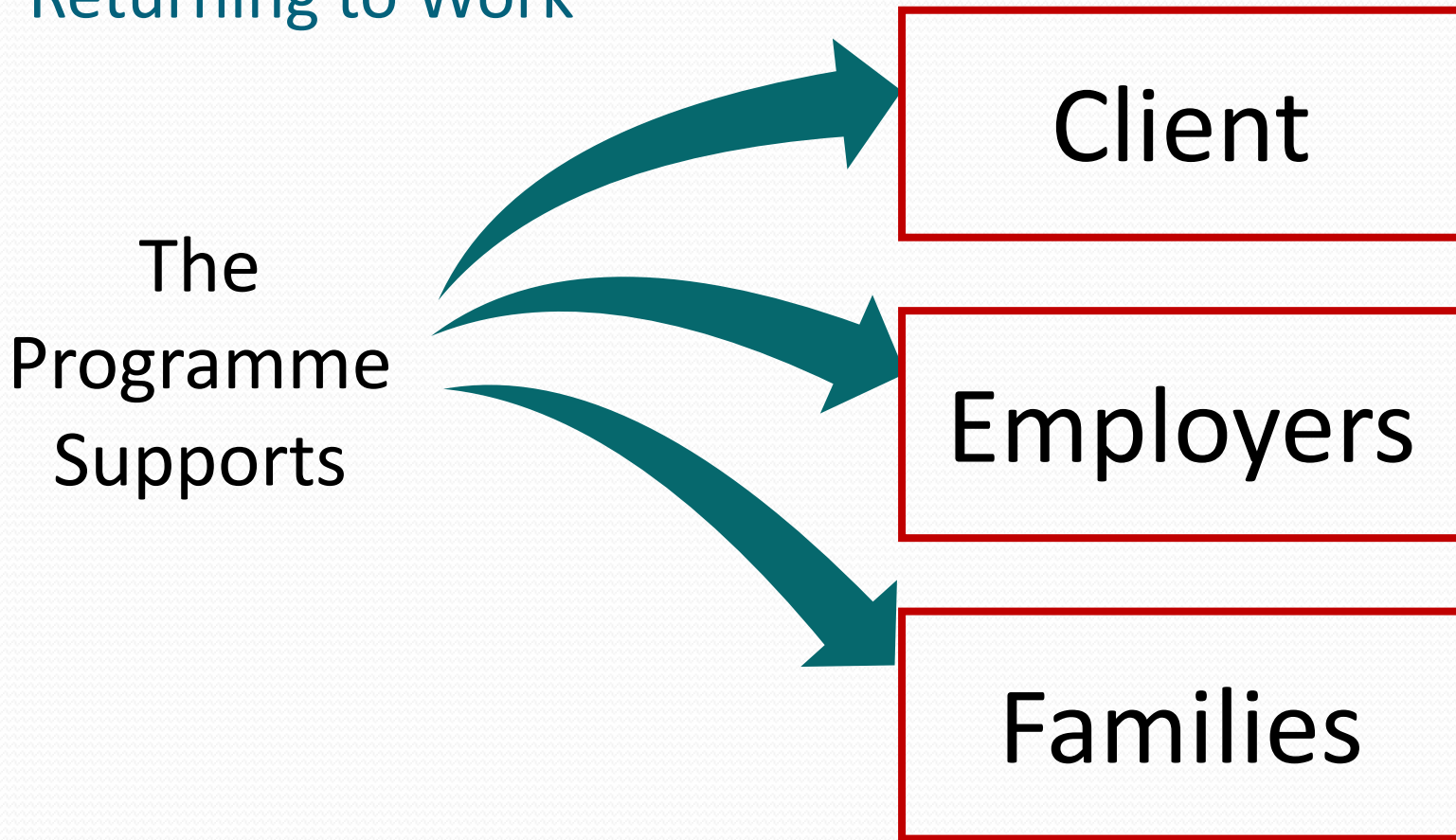


## CRPD: Article 27 Work and employment

- 1. States Parties recognize the right of persons with disabilities to work, on an equal basis with others; this includes the right to the opportunity to gain a living by **work freely chosen** or accepted in a labour market and work environment that is **open, inclusive and accessible** to persons with disabilities.

*(e) Promote employment opportunities and career advancement for persons with disabilities in the labour market, as well as assistance in **finding, obtaining, maintaining and returning to employment;***

STEP is the process for supporting people with disabilities into Paid Work, Who Want to Work or Returning to Work



# 4 Specific areas of STEP

## STEP ONE: **S**upport in career pathways Development

- Careers Coordinator Supports the client in choosing & researching 3 suitable types of jobs. Including Working with families in developing career pathways
- Work together to write an Individual Employment Plan.
- Keep updated and accurate records of their progress, with reviews when needed.



## STEP TWO: Training Needs

- The Employment Coordinator networks with potential employers and identifies employment opportunities.
- If necessary, the Employment Coordinator will learn how to do the chosen job.
- Organise training needed to perform the job



## STEP THREE: Employment Support

- The **Employment Coordinator** provides on the job training and support for the client. This takes the initial training responsibility away from the Employer.
- Once the client has gained some experience and confidence in the work, the Coordinator, Client and Employer discuss progress and any further training or support needs.



## STEP FOUR: Placement On Going Support

- The **Employment Coordinator** gradually withdraws from the workplace, as the Client gains experience and capability.
- Ongoing support for the client, family, employer and co-workers is available at any time it might be needed in the future.
- Regular evaluation of clients overall performance and Maintain Standards



# Recommendation - Key Players

**Gender Development Div  
Min Internal Affairs**

**CINDC**

**Creative Centre**

**CI Women and Girls  
Disability Organisation**